



Notice of Intent to Award

Solicitation Number	288250	Award Date	4/24/2023 3:58 PM CDT
Solicitation Title	Metro Wide Leadership Training & Development		
Buyer Name	Christina Alexander	Buyer Email	christina.alexander@nashville.gov
BAO Rep	Jeremy Frye	BAO Email	jeremy.frye@nashville.gov

Awarded Supplier(s)

In reference to the above solicitation and contingent upon successful contract negotiation, it is the intent of the Metropolitan Government of Nashville and Davidson County to award to the following supplier(s):

Company Name	Crown Davis Memberships Inc	Company Contact	Adrian J.R. Davis		
Street Address	7416 Maroney Dr.				
City	Antioch	State	TN	Zipcode	37013

Company Name	Cooper Performance Group LLC	Company Contact	Toni Cooper		
Street Address	333 Pebble Beach				
City	Monroe	State	MI	Zipcode	48162

Company Name	Dan Ryan LLC dba Ryan Partners	Company Contact	Dan Ryan		
Street Address	309 Julianna Circle				
City	Franklin	State	TN	Zipcode	37064

Certificate of Insurance

The awarded supplier(s) must submit a certificate of insurance (COI) indicating all applicable coverage required by the referenced solicitation. The COI should be emailed to the referenced buyer no more than 15 days after the referenced award date.

Equal Business Opportunity Program

Where applicable, the awarded supplier(s) must submit a signed copy of the letter of intent to perform for any and all minority-owned (MBE) or woman-owned (WBE) subcontractors included in the solicitation response. The letter(s) should be emailed to the referenced business assistance office (BAO) rep no more than two business days after the referenced award date.

Yes, the EBO Program is applicable.

No, the EBO Program is not applicable.

Monthly Reporting

Where applicable, the awarded supplier(s) will be required monthly to submit evidence of participation and payment to all small (SBE), minority-owned (MBE), women-owned (WBE), LGBT-owned (LGBTBE), and service disabled veteran owned (SDV) subcontractors. Sufficient evidence may include, but is not necessarily limited to copies of subcontracts, purchase orders, applications for payment, invoices, and cancelled checks.

Questions related to contract compliance may be directed to the referenced BAO rep.

Yes, monthly reporting is applicable.

No, monthly reporting is not applicable.

Public Information and Records Retention

Solicitation and award documentation are available upon request. Please email the referenced buyer to arrange.

A copy of this notice will be placed in the solicitation file and sent to all offerors.

Right to Protest

Per MCL 4.36.010 – any actual or prospective bidder, offeror, or contractor who is aggrieved in connection with the solicitation or award of a contract may protest to the purchasing agent. The protest shall be submitted in writing within ten (10) days after such aggrieved person knows or should have known of the facts giving rise thereto.

MLL Supervisor (Initial)

Michelle A. Hernandez Lane

Michelle A. Hernandez Lane
Purchasing Agent & Chief Procurement Officer



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Company Name	Front Runner leadership Consulting	Company Contact	Kasha L. Gordon		
Street Address	120 Valleys Edge				
City	Wetumpka	State	AL	Zipcode	36093

Company Name	Holliday Kenning Inc	Company Contact	Lucinda Kenning		
Street Address	105 N. Scarbrough Ct.				
City	Gallatin	State	TN	Zipcode	37066

Company Name	Iman Consulting	Company Contact	Anamaria Rocha		
Street Address	5008 Leprechaun Dr.				
City	Davenport	State	IA	Zipcode	52807

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MLL Supervisor (Initial)

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Purchasing Agent & Chief Procurement Officer

RFQ 288250 Metro Wide Leadership Training & Development Evaluation Committee Score Sheet													
Offeror	Crown Davis Memberships Inc	Cooper Performance Group LLC	Dan Ryan LLC dba Ryan Partners	DME Consulting International	Front Runner Leadership Consulting	Holliday Kenning Inc	Iman Consulting	Jeremy Rashad Kellem dba WIN LLC	Milli Micro Systems Inc	The Olympians Academy LLC	The World Class Training Institute Inc	United Training Commercial LLC	Wisdom Leadership Academy Corp
Contract Acceptance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Non-Responsive
Cost (30 points)	14.68	4.77	7.35	4.67	28.31	9.99	30.00	22.09	6.15	10.21	6.84	10.63	
Firm Qualification (30 points)	27.00	28.00	28.00	21.00	29.00	25.00	18.00	17.00	18.00	7.00	23.00	22.00	
Reference Projects (30 points)	27.00	27.00	27.00	22.00	30.00	27.00	18.00	16.00	19.00	7.00	24.00	22.00	
Diversity Practices Evaluation (10 points)	2.00	2.00	0.00	0.00	2.00	0.00	3.00	2.00	0.00	0.00	0.00	0.00	
Total Evaluation Scores	70.68	61.77	62.35	47.67	89.31	61.99	69.00	57.09	43.15	24.21	53.84	54.63	
Wisdom Leadership Academy Corp deemed non-responsive for failure to provide evaluation criteria section requirements													
No BAO programming applicable to this solicitation													

Evaluation Comments	
Crown Davis Memberships Inc	
Strengths	Proposal demonstrated firm's certified leadership training experience. Proposal demonstrated firm's intentions to offer crucial conversations training. Proposal demonstrated firm's experience in the industry (3 yrs.). Proposal demonstrated firm's ability to offer bilingual training.
Weaknesses	Proposal demonstrated limited staffing for resulting contract with Metro./ Firm's reference projects lacked detail.

Cooper Performance Group LLC	
Strengths	Proposal demonstrated firm's Government experience. Proposal demonstrated firm's Metro ITS leadership training experience. Proposal demonstrated firm's bilingual experience and ability. Reference projects were of similar scope.
Weaknesses	Proposal demonstrated firm's limited staffing. Firm proposed out-of-State team for Metro contract, limited response time and availability. Firm's proposal demonstrated the use of 1 developer for Metro contract.

Dan Ryan LLC dba Ryan Partners	
Strengths	Proposal demonstrated firm's ability to conduct and experience using instructor lead training. Proposal demonstrated firm's certifications for scope of work. Proposal demonstrated firm's use of one on one coaching. Proposal demonstrated firm's years of services in the industry (16 yrs.). Proposal demonstrated firm's experience with Metro contracts and Government experience. Proposal demonstrated firm's courses offered are comparable to Metro's needs and are able to be customized. Proposal demonstrated firm has international experience in providing scope of work.
Weaknesses	Proposal demonstrated firm's limited staffing, lack of clarity for staffing. Firm's course content lacked detail in proposal.

DME Consulting International	
Strengths	Proposal demonstrated firm's use of one on one coaching. Proposal demonstrated firm's courses offered are customizable. Proposal demonstrated firm's capacity to perform.
Weaknesses	Proposal failed to address litigation status. Proposal failed to address firm's course offerings. Proposal lacked detail for firm's response time. Proposal suggested courses are program focused/core journey's, not one off courses, and are all 8 hours, not 1 or 2 hours per session. Proposal failed to identify a primary point of contact for Metro contract. Proposal failed to respond to all solicitation requirements in the evaluation criteria section. Firm's proposed delivery time was unclear. Reference projects lacked detail, and failed to provide subcontractor information.

Front Runner Leadership Consulting**Strengths**

Proposal demonstrated firm's years of services in the industry (15 yrs.). Proposal demonstrated firm's ability to conduct instructor lead training. Proposal demonstrated firm's Government experience. Proposal demonstrated firm's bilingual experience and ability. Proposal demonstrated firm's courses offered are customizable. Proposal provided firm's detailed hours of operation. Proposal demonstrated firm's ability to dedicate a team to Metro contract. Reference projects were of similar size, scope, and complexity. Proposal demonstrated firm's experience in cultural intelligence, to include certifications.

Weaknesses

Proposal demonstrated a limited availability of resources.

Holliday Kenning Inc**Strengths**

Proposal demonstrated firm's ability to offer 3 levels of leadership training. Proposal demonstrated firm's ability to conduct instructor lead training. Proposal demonstrated firm's years of services in the industry (40 yrs.). Proposal demonstrated firm's flexible meeting schedule. Proposal demonstrated firm's bilingual experience and ability. Proposal demonstrated firm's Government experience.

Weaknesses

Proposal demonstrated is limited to zoom for virtual meeting. Reference projects lacked detail.

Iman Consulting**Strengths**

Proposal demonstrated firm's years of services in the industry (3 yrs.). Proposal demonstrated firm's ability to provide instructor lead training.

Weaknesses

Proposal demonstrate firm's limited experience providing scope of work services. Proposal demonstrated firm's limited staffing. Proposal demonstrated a short time limit on meetings. Proposal demonstrated firm's 48 hour response time to calls. Proposal demonstrated firm's limited scope of work training, only suggests 5 dysfunctions of a team - foundation of training. Proposal failed to demonstrate firm's Government experience. Reference projects lacked detail. Proposal failed to identify a primary point of contact for Metro contract. Proposal failed to demonstrate firm's ability to deliver services during Metro business hours.

Jeremy Rashad Kellem dba WIN LLC**Strengths**

Proposal demonstrated firm's years of services providing leadership training and coaching (5 yrs.). Proposal demonstrated firm's ability to provide instructor lead training. Proposal demonstrated firm's experience working with MNPS.

Weaknesses

Proposal lacked details demonstrating firm's proposed delivery methods. Proposal lacked detail demonstrating firm's ability to customize training. Proposal demonstrated firm's sessions are more motivational focused. Proposal lacked detail demonstrating firm's availability. Proposal failed to address litigation requirement. Proposal demonstrated firm's limited staffing for contract. Proposal lacked detail demonstrating proposed project approach. Reference projects were not of similar size, scope or complexity. Proposal failed to demonstrate firm's capacity to perform. Proposal lacked detail addressing offered course information. Proposal failed to include information on Metro requested courses.

Milli Micro Systems Inc**Strengths**

Proposal demonstrated firm's years of services in the industry (25 yrs.). Proposal demonstrated firm's ability to provide online, on demand courses. Proposal demonstrated firm's ability to provide instructor lead training.

Weaknesses

Firm's proposed timelines are not inline with Metro for this project. Proposal demonstrated firm's training is Military focused. Proposal demonstrated limited Government and civilian training experience. Proposed trainings are ITS, Engineer, and Military. Proposal demonstrated limited instructor resources, course offerings are more technical. Reference projects are all Navy projects, not of similar size, scope, or complexity.

The Olympians Academy LLC**Strengths**

None noted.

Weaknesses

Proposal failed to demonstrate firm's qualifications. Proposal lacked detail, failed to demonstrate firm's experience providing services. Proposal demonstrated firm's ability to only offer on demand courses, via a subscription. Firm's proposed timeline for customization is not inline with Metro for this project. Proposal failed to address firm's location for the duration of the project, firm's proposed mitigation plan, firm's litigation status. No reference projects were provided. Proposal failed to comply with Metro instructed format. Proposal failed to address all required sections of evaluation criteria section.

The World Class Training Institute Inc

Strengths

Proposal demonstrated firm's years of services in the industry (12 yrs. and 20 yrs. for team exp.). Proposal demonstrated firm's leadership training experience, and proposed team certification status. Proposal demonstrated firm's proposed design team's SDI experience. Proposal demonstrated firm's ability to provide instructor lead training. Proposal demonstrated firm's ability to provide instructor lead training. Proposal demonstrated firm's proposed team's SME experience.

Weaknesses

Firm's proposed timelines are not inline with Metro for this project. Firm's proposed response time is not inline with Metro for this project. Proposal lacked detail for firm's proposed deliverables. Proposal lacked detail demonstrating firm's Government experience. Proposal was unclear demonstrating proposed team member roles. Proposal lacked detail demonstrated firm's project approach. Reference projects lacked detail.

United Training Commercial LLC

Strengths

Proposal demonstrated firm's years of services in the industry (20 yrs.). Proposal demonstrated firm's ability to provide instructor lead training. Proposal demonstrated firm's ability to provide e-learning training. Proposal demonstrated firm's ability to provide tech support. Proposal demonstrated firm's ability to provide on demand courses. Proposal demonstrated firm's vast resource base.

Weaknesses

Proposal lacked detail demonstrating offered training. Proposal lacked detail demonstrated firm's project approach. Proposal lacked detail for firm's proposed deliverables. Proposal was unclear demonstrating proposed team for Metro. Proposal failed to address firm's location for the duration of the project. Firm failed to submit resumes for proposed key team members. Proposal lacked detail demonstrating firm's vision. Reference projects were unclear of specific training provided by firm, and not of similar size, scope or complexity.

Enter Solicitation Title & Number Below		Lowest Bid	
Metro Wide Leadership Training & Development; RFQ 288250			
		\$375,742.93	30
Offeror's Name	Bids		RFP Cost Points
Iman Consulting	\$375,742.93		30.00
Front Runner Leadership Consulting	\$398,109.07		28.31
Jeremy Rashad Kellem dba WIN LLC	\$510,265.68		22.09
Adrian JR Davis dba Crown Davis Memberships Inc	\$767,638.10		14.68
United Training Commercial LLC	\$1,060,375.00		10.63
The Olympians Academy LLC	\$1,103,744.84		10.21
Holliday Kenning Inc	\$1,128,191.36		9.99
Dan Ryan LLC dba Ryan Partners	\$1,532,799.41		7.35
The World Class Training Institute Inc	\$1,646,961.47		6.84
Milli Micro Systems Inc	\$1,832,796.63		6.15
Cooper Performance Group LLC	\$2,361,516.64		4.77
DME Consulting International	\$2,415,656.79		4.67
Wisdom Leadership Academy Corp deemed non-responsive for failure to provide evaluation criteria section requirements			
No BAO programming applicable to this solicitation			

Certificate Of Completion

Envelope Id: 15BD3776534E4805B12E19145BA5A573	Status: Completed
Subject: Intent to Award - RFQ # 288250 for Metro Wide Leadership Training and Development	
Source Envelope:	
Document Pages: 6	Signatures: 2
Certificate Pages: 2	Initials: 2
AutoNav: Enabled	Envelope Originator:
Envelope Stamping: Enabled	Christina Alexander
Time Zone: (UTC-06:00) Central Time (US & Canada)	730 2nd Ave. South 1st Floor
	Nashville, TN 37219
	christina.alexander@nashville.gov
	IP Address: 170.190.198.190

Record Tracking

Status: Original	Holder: Christina Alexander	Location: DocuSign
4/13/2023 2:17:55 PM	christina.alexander@nashville.gov	
Security Appliance Status: Connected	Pool: StateLocal	
Storage Appliance Status: Connected	Pool: Metropolitan Government of Nashville and Davidson County	Location: DocuSign

Signer Events

Signer Events	Signature	Timestamp
Michelle A. Hernandez Lane michelle.lane@nashville.gov Chief Procurement Officer/Purchasing Agent Metro Security Level: Email, Account Authentication (None)	 Signature Adoption: Pre-selected Style Using IP Address: 170.190.198.185	Sent: 4/13/2023 2:19:58 PM Viewed: 4/18/2023 2:34:16 PM Signed: 4/24/2023 3:57:01 PM

Electronic Record and Signature Disclosure:
Not Offered via DocuSign

Michelle A. Hernandez Lane michelle.lane@nashville.gov Chief Procurement Officer/Purchasing Agent Metro Security Level: Email, Account Authentication (None)	 Signature Adoption: Pre-selected Style Using IP Address: 170.190.198.185	Sent: 4/24/2023 3:57:03 PM Viewed: 4/24/2023 3:57:18 PM Signed: 4/24/2023 3:58:21 PM
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Electronic Record and Signature Disclosure:
Not Offered via DocuSign

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp
Witness Events	Signature	Timestamp
Notary Events	Signature	Timestamp
Envelope Summary Events	Status	Timestamps

Envelope Summary Events	Status	Timestamps
Envelope Sent	Hashed/Encrypted	4/13/2023 2:19:59 PM
Certified Delivered	Security Checked	4/24/2023 3:57:18 PM
Signing Complete	Security Checked	4/24/2023 3:58:21 PM
Completed	Security Checked	4/24/2023 3:58:21 PM

Payment Events	Status	Timestamps
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